

2 May 78

To Whom It May Concern:

On behalf of A1c Francisca M. Ruiz (SSAN [REDACTED]), I would like to comment on an airman performance report that was appraised by Sgt Butcher concerning A1c Ruiz.

On 17 Nov 77, Sgt Butcher and I discussed A1c Ruiz job performance at great length. Noted that he had only been her immediate supervisor for a short time, I felt that he was qualified to make a relevant appraisal of her job performance, since they had worked together for over a year. He indicated to me that A1c Ruiz was an outstanding worker and that he "would rate her outstanding" on her airman performance report. He also indicated that A1c Ruiz "did not get along well with co-workers". I asked him if there was a specific reason for this and he stated that "the section was having internal problems".

I explained to Sgt Butcher that A1c Ruiz had made allegations that she was being discriminated against. He stated that she "had been to a large degree by previous supervisors and associates", but wasn't being discriminated against at the present time. I asked him if she had been given a fair shake and he said "no", but that he "was doing the best" that he "could to give her a fair deal".

After eighty-two days of supervision under Sgt Butcher, she was rated mediocre on her airman performance report. Again, I contacted Sgt Butcher to explore the details revolving around the mediocre appraisal. He informed that he rated her excellent on a report, but was advised by the first sergeant, SMSgt Dumas to change the wording in the section that is provided for additional comments, such as strengths, weaknesses and etc. He stated that he "thought the first sergeant meant for" him "to change the rating" in which he did to a lower rating.

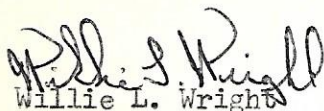
After talking to the first sergeant concerning this matter, the first sergeant stated that he "did not at anytime coerce Sgt Butcher into lowering the appraisal on A1c Ruiz", but did agree that "there could have been a misunderstanding on the part of Sgt Butcher".

This was Sgt Butcher's first time writing an airman performance appraisal and it's very easy for one to misunderstand the procedure. The first sergeant stated that he "helped Sgt Butcher as far as wording in the remark section, but had nothing to do with the rating".

This is a prime example of an assumption, but unfortunately this assumption will have a deterrential impact on someones' life and their future.

If there is a possibility that an inference was used instead of gathering all the facts, and the first sargeant is in strong agreement that there could have been, then the airman performance report on A1c Ruiz should be deleted.

Our system is predicted on justice and equality for all, and we as members of the United States Armed Forces must strongly enforce this enactment if one is to be treated fairly.

  
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